

## **How will the introduction of the Apprenticeship Levy reduce spend and change the internal training offer?**

### **Adult Social Care**

We currently offer fully funded level 2, 3, 4 & 5 Health and Social Care Diplomas in Adult Social Care. We split the full cost into 3 equal parts over a fixed period of time depending on the level being undertaken.

The Diplomas costs vary by level and on average ASC have been commissioning the following:

- Level 2 x 20 new starts a year at £1400 per head = £28,000 over 12 months
- Level 3 x 20 new starts a year at £1800 per head = £36,000 over 18 months
- Level 4 x 10 new starts a year at £2250 per head = £22,500 over 24 months

Therefore over a 12 months period we would be looking to spend approximately **£54,000**. Payments are based on candidate progress so vary from learner to learner. We are currently accessing funding for Level 5 via the Apprenticeship Framework route.

From the Apprenticeship Levy we would look to access funding Band 4 for the levels 2 & 3 which has a maximum allocation of £4000 per learner (£160,000). This value would be paid to the provider via the digital account on a monthly basis generally over a 12/18 month period. The funding band for levels 4 & 5 are yet to be determined.

### **Children' Services**

In Children's services we offer fully funded Level 3 & 5 Diplomas. As for ASC we split the full cost into 3 equal parts over a fixed period of time depending in the level being undertaken.

The Diplomas costs vary by level and on average ASC have been commissioning the following:

- Level 3 x 20 new starts a year at £2100 per head = £42,000 over 18 months
- Level 5 x 7 new starts a year at £3000 per head = £21,000 over 24 months

Therefore over a 12 months period we would be looking to spend approximately **39,000**. Payments are based on candidate progress so vary from learner to learner.

The standards for this sector are not yet ready for delivery so a band has yet to be allocated.

### **Leadership & Management**

We currently offer awards and diplomas at level 3, 5 & 7 from the Institute in Management qualifications suite in Leadership and Management. In 16/17:

- we spent £55,000 on level 3 qualifications
- we spent £54,000 on level 5 qualifications
- and £15,000 on level 7 qualifications.

Totally a spend of **£124,000** in a 12 month period.

We would look to access funding band 7 (£5000 per learner) for level 3 Apprenticeship Standards in Leadership and Management at Team Leader and Supervisor roles. Band 9 (£9000 per learner) for level 5 Apprenticeship Standards in Leadership and Management for Operations and Departmental Managers. There is currently a Level 6 Chartered Manager Degree at funding band 15 (£27,000 per learner). They standards are all ready for delivery.

## How an apprenticeship helps with career development

As well as covering the cost of a proportion of our current training budget spend, the Apprenticeship Levy will also allow us to offer a wider range of fully funded qualifications for staff. Apprenticeships are a valuable option for anyone looking to progress their career and develop new skills.

- Gain the skills and knowledge to help your career progression
- Unique way of developing professional-level, job specific skills while remaining in employment and earning a salary
- Learning and 1-1 support with allocated tutors
- Service funded with no personal contributions expected meaning no debt via student or training loans.

## Who is eligible?

Any member of staff is eligible to undertake an apprenticeship regardless of age or position. The apprenticeship must be relevant to the role they are currently in to allow them to draw on their own experiences through work to meet the criteria of the qualification.

## What levels of qualification are on offer?

Apprenticeship Levels	Equivalent
Level 2	5 GCSE's
Level 3	2 A Levels
Level 4	Higher Education Certificate/Diploma
Level 5	Foundation Degree
Level 6 & 7	Bachelors/Master's Degree

The level of an Apprenticeship standard does not dictate which funding band it will sit in as shown in the examples below. It depends on the complexity of the qualification and the requirements within it.

## Areas approved and ready for delivery include:

Sector	Apprenticeship Standard	Level	Band	Max Cost
Customer Service	Customer Service Practitioner	2	6	£4,000
Accounting	Assistant Accountant	3	9	£9,000
Transport	Transport Planning Technician	3	10	£12,000
Financial Services	Financial Services Administrator	3	10	£12,000
Financial Services	Workplace Pensions Administrator/Consultant)	3	9	£9,000
Hospitality	Hospitality Supervisor	3	7	£5,000
Law	Paralegal	3	9	£9,000
Project Management	Associate Project Manager	4	9	£9,000
Law	Chartered Legal Executive	6	10	£12,000